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ABSTRACT

The result of a thorough search, review, and compilation of resources on women's equity, the annotated bibliography represents a sample of print materials, games and kits, photos and posters, and audiovisual aids now available on sexism that should prove useful to counselors, instructors, school administrators, parents, and elementary and secondary students. Resources were selected on the basis of contents, price, and usefulness for target groups. Arranged under 9 broad categories, entries for 236 print resources include author, title, place and date of publication, publisher, price, and brief annotation. Subject categories focus on an overview of sexism in society, education, employment, law, language, media, and guidance programs; checking for sexism in schools, educational materials, employment, language and media; guidance resources for counselors; resources for educators and parents; resources for preschoolers, students, and parents; women, work, and education; equal opportunity laws; general interest topics; and black women. A separate section lists 21 films and where to get them and sources of photos and posters showing women in nontraditional roles. Special features are a listing of publishers with addresses; listings of 29 organizations and 20 periodicals promoting women's equity; and checklists for analyzing sexism in curriculum materials, elementary readers, and school libraries. (NEC)

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AN ANNOTATED BIBLIOGRAPHY OF NONSEXIST RESOURCES

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Eutaw, Alabama

Women's Educational Equity Act Program
U.S. Department of Education

T. H. Bell, Secretary

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PREFACE

In the course of this project the West Alabama Curriculum and Materials Resource Center of Miles College-Eutaw attempted to address the need for counselors to have access to nonsexist counseling materials. The Center's activities included research, review, collection, and dissemination of resources. The primary functions were organized to respond to the specific limitations imposed by rural areas, limitations that include the inaccessibility of area library facilities to research issues related to women's equity; transportation problems in acquiring resources; and financial problems with school systems purchasing resources. Counselors' use of the Center varied greatly according to content area. The resources available were viewed favorably by counselors, but the counselors primarily used the audiovisual aids, games, and exercises. And although program outreach efforts served to get the materials to counselors, a prime remaining need is for school systems themselves to develop ways of obtaining the resources for local use, in their own schools.

Our research, review, and collection efforts, resulted in this annotated bibliography. Using this bibliography will, we hope, eliminate the research and review process for those involved in similar endeavors.

INTRODUCTION

This annotated bibliography represents a thorough search, review, and compilation of literature on the subject of women's equity. Though the bibliography is by no means complete, it does represent a sample of the literature now available on sexism. Prices are listed for many of the resources, and those price listings are subject to change; the absence of a price listing suggests that the project obtained complimentary copies.

The resources were put through an extensive review process, and those included were selected on the basis of content, price, and usefulness for various target groups. Some of the annotations, however, were extracted from other bibliographies.

The bibliography covers a wide range of subject areas and should prove useful to counselors, instructors, school administrators, and parents, as well as to elementary school students and junior and senior high school students. Included under various categories are print materials, games and kits, photos and posters, and audiovisual aids. Since some resources apply to more than one category, certain entries are repeated under different categories, and a title index is provided for the convenience of the user.

Special features of this bibliography are a partial listing of publishers and their addresses, to expedite ordering the resources; listings of organizations and periodicals that promote women's equity; and a checklist for analyzing sexism in curriculum materials.

AN OVERVIEW OF SEXISM

These resources explore the sexism that exists in various aspects of our society--in education, employment, the judicial system, language, the media, and guidance programs. These resources should increase the reader's understanding and awareness of sex-role stereotyping. They are generally intended for senior high school students and adults.

IN SOCIETY

Adams, Carol, and Rae Laurikietis. The Gender Trap: A Closer Look at Sex Roles. Chicago: Academy Chicago, Ltd., 1977. $4.95.

A series of books about the sex roles that are imposed on girls and boys in our society. Book I, Education and Work, looks at our upbringing, education, and work. Book II, Sex and Marriage, looks at relationships between the sexes and shows how social pressures and conventions often defeat attempts at good relationships. Book III, Messages and Images, looks at language and the way we use words and images in books, films, etc., showing how these underline and sometimes create stereotypes. Hard facts and provocative questions.

Andreas, Carol. Sex and Caste in America. Englewood Cliffs, N.J.: Prentice-Hall, 1971. $2.95.

Examines the personally limiting conditions under which females live and suggests some of the possibilities for changing those conditions.

Belotti, Elena G. What Are Little Girls Made Of? The Roots of Feminine Stereotypes. New York: Schocken Books, 1978. $4.95.

Examines the contributions of home, school, books, toys, and the mass media to stereotypes that can interfere with a child's ability to grow up aspiring to diverse kinds of work and creativity.

Fact Sheets on Institutional Sexism. New York: Racism and Sexism Resource Center for Educators, March 1976. 50¢.

Provides a definition of institutional sexism, examples of it, and statistics on housing, government, the economy, the media, and education.

Frazier, Nancy, and Myra Sadker. Sexism in School and Society. New York: Harper and Row, 1973. $4.95.

Summarizes the failure of schools to offer equal opportunities to girls and women. Also a useful text for in-service courses for teachers.

Gornick, Vivian, and Barbara K. Moran, eds. Woman in Sexist Society: Studies in Power and Powerlessness. New York: New American Library, 1972. $2.50.

A collection of essays aimed at illuminating the political nature of woman's condition to describe the structure of our sexist society. Seeks to demonstrate that woman's condition is the result of a slowly formed, deeply entrenched cultural decision that woman shall remain defined by childbearing properties rather than through the development of her brain, will, or spirit.

Janeway, Elizabeth. Man's World, Woman's Place: A Study in Social Mythology. New York: William Morrow and Co., 1971. $8.95.

Probes the myths about women for the meanings of the myths and their effects upon behavior. Also takes a look at those forces which influence the position of women and which have produced the drive for women's rights.

Ruether, Rosemary R. Religion and Sexism. New York: Simon and Schuster, 1974. $6.95.

Considers the role of religion in shaping the traditional cultural images that have suppressed and degraded women.

Stanford, Barbara, ed. On Being Female: An Anthology. New York: Washington Square Press, 1974.

Examines the conditioning that has kept women "in their place." Also discusses the changing institutions and attitudes that are allowing women to grow. A book about roles.

Unbecoming Men: A Men's Consciousness-Raising Group Writes on Oppression and Themselves. San Rafael, Calif.: Times Change Press, 1971. $2.50.

IN EDUCATION

McGrath, Patricia. "Full Equality in Education: Obstacles and Solutions." Excerpted from The Unfinished Assignment: Equal Education for Women. Washington, D.C.: Worldwatch Institute, 1976. $2.00.

Discusses the ideas and traditions that define and limit the female role in education.

Stacey, Judith, and Bereaud J. Daniels, eds. And Jill Came Tumbling After: Sexism in American Education. New York: Dell, 1974.

Points out that schools reflect the larger society's attitudes about sex roles and that schools are a strong force in perpetuating those attitudes. Documents and analyzes institutional, cultural, and psychological forms of sexism in education.

Wirtenberg, T. Jeana, and Charles Nakamura. "Education: Barrier or Boon to Changing Occupational Roles of Women." Journal of Social Issues 32 (1976): 165-79.

Takes a look at the contributions of traditional educational institutions to occupational stratification by sex, even though the institutions have the potential to play a primary role in the sexual integration of the occupational world.

IN EMPLOYMENT

Bem, Sandra, and Daryl Bem. Training the Woman to Know Her Place: The Social Antecedents of Women in the World of Work. Harrisburg, Pa.: Pennsylvania Department of Education, 1975.

Explores why women have jobs, rather than growing careers; the problems of sex discrimination; sex-role conditioning, and the presumed incompatibility for women of family and career.

Epstein, Cynthia. Woman's Place: Options and Limits in Professional Careers. Berkeley: University of California Press, 1970. $3.95.

Examines the social forces that have prevented women's access to and progress in higher-level jobs. The data are mainly from the fields of law, medicine, science, engineering, and teaching.

IN LAW

DeCrow, Karen. Sexist Justice. New York: Random House, 1975. $2.95.

A feminist analysis of the laws and legislators, the judges, the lawyers, and the law professors that make up our legal system. Discusses our legal system's prejudicial attitudes against women.

Little Sister and the Law. Washington, D.C.: U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention, 1977.

Describes how decisions are made in the juvenile justice system and summarizes studies that reveal the different treatment of males and females.

Intended to help specialists, planners, and concerned individuals to understand better the needs of young women in the system and to provide ideas for improvement.

IN LANGUAGE AND THE MEDIA

Channeling Children: Sex Stereotyping in Prime Time TV. Princeton, N.J.: Women on Words and Images, 1975. $2.50.

An analysis of 20 TV shows that documents the extent of sex stereotyping in popular television programming.

Haskell, Molly. From Reverence to Rape: The Treatment of Women in the Movies. New York: Penguin Books, 1973. $4.95.

Discusses an industry dedicated for the most part to "reinforcing the lie" that women are inferior creatures.

Miller, Casey, and Kate Swift. Words and Women. Garden City, N.Y.: Doubleday, 1977. $2.95

Highly readable discussion of the sexism that pervades our language.

IN GUIDANCE PROGRAMS

Diamond, Esther E., ed. Issues of Sex Bias and Sex Fairness in Career Interest Measurements. Washington, D.C.: National Institute of Education, U.S. Department of Health, Education, and Welfare, 1975.

A series of in-depth papers, with bibliographies, representing a comprehensive analysis of sex bias in measurements and inventories. Included are guidelines developed to combat sex bias in interest measurements.

Gardner, JoAnn. "Sexist Counseling Must Stop." Personnel and Guidance Journal 49 (May 1971): 705-13.

An appeal for change in counseling; includes a useful chart listing the similarities between two oppressed groups: women and Blacks.

Help Wanted--Sexism in Career Education Materials. Princeton, N.J.: Women on Words and Images, 1976. $2.50.

Describes ways to detect sexism and to counteract its effects in the classroom. Analyzes the findings of a study of 100 career education items examined for sexism.

National Institute of Education. Guidelines for Assessment of Sex Bias and Sex Fairness in Career Interest Inventories. Washington, D.C.: U.S. Department of Health, Education, and Welfare, 1974.

These guidelines are intended not as legal requirements but rather as standards. Developed as part of the NIE Career Education Program.

Schlossberg, Nancy, and Jane Goodman. "A Woman's Place: Children's Stereotyping of Occupations." Vocational Guidance Quarterly 20 (June 1972): 266-70.

Reviews a study of children's perceptions of jobs appropriate for women and men.

The School Counselor 24 (November 1976). Special issue on sexism and counseling.

A special issue that focuses on the unique problems related to counseling women. Presents several articles that identify strategies, describe self-concept issues, and suggest models for action.

Sex Discrimination in Guidance and Counseling. Washington, D.C.: National Advisory Council on Women's Educational Programs, 1975.

A pamphlet that makes recommendations to alleviate sex bias in educational counseling.

Stebbins, L. B.; N. L. Ames; and I. Rhodes. Sex Fairness in Career Guidance: A Learning Kit. Cambridge, Mass.: Abt Publications, 1975. $15.00.

Presents materials to aid in the elimination of sex-role stereotyping in making career choices. The kit is designed for guidance and vocational counselors, administrators, personnel directors, teachers in high school, and other adults. Now available from Educational Resources Information Center, P.O. Box 190, Arlington, Virginia 22210.

Vetter, Louise; David Stockburger; and Christine Brose. Career Guidance Materials: Implications for Women's Career Development. Columbus, Ohio: National Center for Research in Vocational Education, Ohio State University, 1974. $6.00.

Reports the findings of an assessment of career guidance materials for the representation of careers for women.

CHECKING FOR SEXISM

These resources provide a mechanism to evaluate both attitudes and programs for the existence of sexism.

IN GENERAL

Moberg, Verne. Consciousness Razors. Washington, D.C.: National Education Association, 1975.

A short pamphlet of funny, creative ideas for changing people's consciousness about sex roles.

IN SCHOOL

Recognizing Sexism in School. Washington, D.C.: Resource Center on Sex Equity, n.d.

A quiz aimed at identifying sex discrimination.

Self-Study Guide to Sexism in Schools. Harrisburg, Pa.: Education Committee of Pennsylvanians for Women's Rights, Pennsylvania Department of Education, 1977.

A guide generally concerned with equal educational opportunity and specifically concerned with equal opportunity for girls and women in schools. The intent is to give school staff, students, and community groups a better understanding of how to eliminate sexism from the schools in which they work or study.

IN EDUCATIONAL MATERIALS

A Study of Racial Bias in Social Studies Textbooks. Textbook Committee of the American Jewish Committee's Dallas Chapter, n.d. $1.50.

The committee studies American history textbooks, with consideration mostly confined to Blacks, Mexican-Americans, and American Indians. Available from the American Jewish Committee, Dallas Chapter, 1270 Hillcrest Road, Suite 101, Dallas, Texas 75230.

Ten Quick Ways to Analyze Children's Books for Racism and Sexism. New York: Racism and Sexism Resource Center for Educators, 1974.

A flier for teachers, librarians, parents, and students that offers easy-to-use methods for evaluating the stereotypes, distortions, and omissions frequently found in school and library books.

IN EMPLOYMENT

The Forgotten Five Million: Women in Public Employment: A Practical Guide for Eliminating Sex Discrimination. New York: Women's Action Alliance, 1975. $5.00.

A guide to eliminating sex discrimination. Provides checklists for recognizing discrimination, detailed advice on how to document it, and in-depth sections on legal remedies, affirmative action, and organized power.

IN LANGUAGE AND THE MEDIA

Again at the Looking Glass. Seattle: Feminists Northwest, 1975.

A good resource for teachers that includes suggestions for activities and discussion, as well as bibliographies on sexism in language, nonsexist literature, and sexism in the media.

Schrank, Louise. Sexism in Language and Media. Kildwer, Ill.: Learning Seed Co., 1976. $57.00.

A combination of silent and sound filmstrips with exercises; the materials ask students to analyze current language usage in movies, television, books, magazines, and advertising to reveal the sexual values carried therein.

GUIDANCE RESOURCES FOR COUNSELORS

These resources are specifically designed for counselors to assist them in (a) increasing their awareness and understanding of sexism in the guidance program and (b) delivering sex-fair counseling.

REFERENCE READINGS

Dunne, Faith, et al. Aspirations and Attitudes among Rural High School Students: A Report from the Options Project. Washington, D.C.: U.S. Department of Health, Education, and Welfare, Office of Education, 1977.

A report that focuses on an assessment of the needs and attitudes of rural, non-college-bound high school women. Available from Educational Resources Information Center (ED 152 454), P.O. Box 190, Arlington, VA 22210.

Facilitating Career Development for Girls and Women. Falls Church, Va.: American Personnel and Guidance Association, 1975. $4.00.

A monograph that grew out of a 1973 workshop. Topics covered include the expansion of career options, career barriers, and leadership roles.

Faunce, Patricia. "Psychological Barriers to Occupational Success for Women." Journal of the National Association for Women Deans, Administrators, and Counselors 40 (Summer 1977): 140-43.

Presents a definition and analysis of psychological barriers to women's occupational success. Also explores the psychological forces and their impact.

Heilbrun, Carolyn. Toward a Recognition of Androgyny. New York: Harper and Row, 1974. $3.95.

Discusses the conditions under which the characteristics of the sexes and the human impulses expressed by men and women are not rigidly assigned. Androgyny seeks to liberate the individual from the confines of what is thought to be appropriate.

Matthews, Esther E., et al. Counseling Girls and Women Over the Life Span. Falls Church, Va.: American Personnel and Guidance Association, n.d. $3.25.

Develops and promotes the awareness, understanding, and knowledge needed by counselors to assist girls and women in utilizing their potential in the world of work.

Miller, Juliet, and George Leonard. Career Guidance Practices for Disadvantaged Youth. Washington, D.C.: American Personnel and Guidance Association, 1974.

Stresses such vital topics as the career guidance needs of disadvantaged youth; objectives for meeting those needs; and goals related to self-development and an understanding of the world of work. Describes 22 activities to help enhance skills in career development and guidance.

Osipow, Samuel H., ed. Emerging Woman: Career Analysis and Outlooks. Columbus, Ohio: Charles E. Merrill, 1975. $11.95.

A comprehensive review of the research on women and careers; includes chapters on individual factors related to women's career orientation, parental influences on women's career development, barriers to women's career development, sex-role stereotypes, and the career versus homemaking orientation of women.

Rieder, Corinne. "Work, Women and Vocational Education." American Education 13 (June 1977): 27-30.

Explores how vocational education programs have contributed to job and pay segregation. Poses the question, What can be done?

Scott, Patricia. "Preparing Black Women for Non-Traditional Professions: Some Considerations for Career Counseling." Journal of the National Association for Women Deans, Administrators, and Counselors 40 (Summer 1977): 135-37.

Explores the impact of racial and sex-role stereotyping on Black women who are preparing for or working in nontraditional professions.

Sobol, Marion G. "Use of Labor Market Forecasts by High School Counselors." The School Counselor, September 1978.

A brief analysis of the characteristics of high school counselors, their counseling activities, and their level of information about labor market forecasts.

Steiger, JoAnn. Vocational Preparation for Women: A Critical Analysis. Springfield, Ill.: State of Illinois Board of Vocational Education and Rehabilitation, 1974.

An analysis of the issues and the present recommendations for changes in the educational system to make it more responsive to the real needs of women students.

Stevenson, Gloria. "Counseling Black Teenage Girls." Occupational Outlook Quarterly 19 (Summer 1974).

Explores some of the reasons Black teenage girls have higher unemployment rates than any other group in the work force. Describes steps that school counselors can take to improve the situation.

Tiedt, Iris. "Realistic Counseling for High School Girls." High School Counselor 19 (May 1972): 3.

An overview of the problems of counseling high school women.

Walz, Garry, et al., eds. A Comprehensive View of Career Development. Falls Church, Va.: American Personnel and Guidance Association, 1974.

Each chapter speaks to a significant and emerging trend or theory in career planning--career guidance for women, guidance and the technological boom, models for future planning, and much more.

EDUCATIONAL AND OCCUPATIONAL RESOURCES

Babco, Eleanor. Salaries of Scientists, Engineers, and Technicians. Washington, D.C.: Scientific Manpower Commission, 1977. $15.00.

A compilation of information about salaries in science and engineering.

Butterworth, W. E. Careers in the Services. New York: Franklin Watts, 1976.

An overview of life in the armed forces and careers for young men and women that have very little to do with actually going to war.

Campbell, Margaret A. Why Would a Girl Go into Medicine? Medical Education in the United States: A Guide for Women. 3rd ed. Old Westbury, N.Y.: Feminist Press, 1974. $4.95.

Written to assist women in selecting and surviving a medical school education.

Dewey, Cindy. Non-Sexist Vocational Card Sort. Gainesville, Fla.: Author, 1974. $9.95.

A process-oriented vocational exploration technique, developed as an alternative to the traditional testing approach used in vocational counseling. Available from Route 4, Box 217, Gainesville, Fla. 32608.

Farmer, Helen, and Thomas Backer. New Career Options for Women. 3 parts. New York: Human Sciences Press, 1977. Set, $39.95; Part 1, $29.95; Part 2, $6.95; Part 3, $19.95.

Designed as a set of companion volumes to currently available texts in career counseling. A Woman's Guide explores what work is like for women today, what the problems are, and how to overcome them. The Counselor's Sourcebook emphasizes recent advances in counseling, offering up-to-date information about women's participation in the labor market and about current education and training opportunities. The Selected Annotated Bibliography covers such topics as career opportunities for women, particularly in occupations formerly dominated by men; the legal rights of women, as related to the world of work; counseling techniques and strategies; and current social science research on women in the work force.

1975 Handbook on Women Workers. Washington, D.C.: U.S. Department of Labor, Women's Bureau, Employment Standards Administration, 1975. $4.70.

Contains facts relating to the present economic, civil, and political status of women. An excellent source of statistics.

Hawes, Gene R., and Mark Hawes. Careers Today: A Guide to Challenging, Secure Jobs with Good Income and Growth Potential. New York: New American Library, 1977. $3.95.

Emphasizes careers that require only a short training period--two years or less--and that offer the best prospects for jobs and earnings.

Leitch, Cynthia, and Artis Palmer. "Nurse Practitioner." Consumers Digest, January/February 1978.

Discusses the roles of the nurse practitioner in the health field.

Liston, Robert A. On-the-Job Training and Where to Get It, rev. ed. New York: Julian Messner, 1973.

Examines where and how high school graduates who do not wish to go to college can find on-the-job training.

Medsger, Betty. Women at Work. Mission, Kans.: Sheed Andrews and McMeel, 1975.

A photographic documentary of the wide range of work being done by American women; makes an effort to portray diverse role models.

Mitchell, Joyce. I Can Be Anything: Careers and Colleges for Young Women. New York: Bantam Books, 1978. $2.75.

Provides information about more than 100 careers--what each career is like, what kind of education is needed, what the future for women is, and where more information can be obtained.

Non-Traditional Career Day Programs. Atlanta, Ga.: Feminist Action Alliance, 1975. $5.00.

A useful guide to assist in planning a career-day program. Includes a schedule of tasks that should be accomplished prior to the program and provides samples of correspondence and program materials used in planning.

Place, Irene, and Alice Armstrong. Management Careers for Women. Skokie, Ill.: National Textbook Company, 1975. $4.95.

Addresses the rewards available to, and the obstacles faced by, women who aspire to management positions. Suggested ways to develop management skills.

Splaver, Sarah. Nontraditional Careers for Women. New York: Julian Messner, 1973.

Covers more than 500 nontraditional occupations that offer employment opportunities for women. Discusses in detail careers in law, medicine, the healing arts, the helping professions, science and math, engineering, the creative arts, business, the manual trades, and government service.

Walker, Marion, and Mark Beach. Making It in College. New York: Van Nostrand Reinhold, 1975. $8.95.

Provides basic advice on planning for college and making a success of the endeavor. Written especially for minority students.

Watts, Susan F., ed. The College Handbook, rev. ed. New York: College Board, 1977. $8.95.

Descriptions of 2,878 colleges, grouped according to state. Arranged to help the student choose a college by identifying the options available and judging them in light of the student's purposes and goals.

_____. The College Handbook Index of Majors. New York: College Board, 1977. $6.95.

Includes information about fields of study and the colleges that offer them.

Wischnitzer, Saul. Barron's Guide to Medical, Dental, and Allied Health Science Careers, rev. ed. Woodbury, N.Y.: Barron's Educational Series, 1977. $6.50.

Written to help students arrive at a decision, the guide provides facts and advice on planning a career in medicine.

Women in Non-Traditional Occupations: A Bibliography. Washington, D.C.: U.S. Department of Health, Education, and Welfare, Education Division, Office of Education, Bureau of Occupational and Adult Education, 1976.

Annotated listing of articles and other materials on women's employment in nontraditional professional and skilled/vocational jobs.

LEARNING MATERIALS, GAMES, AND EXERCISES

Edu Game. Value Questionnaire for Marriage and Family Living. 1975. $2.00. Available from Social Studies School Service, 10,000 Culver Boulevard, Dept. 38, P.O. Box 802, Culver City, Calif. 90230.

A creative classroom activity to help students confirm or reevaluate personal attitudes. Good for grades 11 and 12. Units include love and marriage, male and female personality traits, dating, engagements, the future of marriage and family life, weddings, male and female roles, children, separation and divorce, and personal evaluation.

Fensterheim, Herbert, and Jean Baer. Don't Say Yes When You Want to Say No. New York: Dell, 1975. $2.25.

A basic guide to assertiveness training.

Ober, Keith, and Kathryn Kearings. Exploring Careers: A Teacher's Handbook. Cambridge, Mass.: Abt Publications, 1973.

Sixteen classroom activities that teach career awareness and preparation to junior and senior high school students.

Smith, Manuel J. When I Say No, I Feel Guilty. New York: Bantam Books, 1975. $3.50.

Explores coping through using the skills of systematic assertive therapy, a successful technique that utilizes training dialogues. Covers everyday situations--returning merchandise, asking for a raise, rejecting or accepting sexual invitations, handling criticism and praise--and shows how to deal with manipulative employers and employees, in-laws, spouses with different sexual agendas, and so forth.

Steel, Catherine, and Janice Hochman. Assertion Skill Training: A Group Procedure for High School Women. Falls Church, Va.: American Personnel and Guidance Association, 1976. $4.25.

Intended for high school counselors and those in related helping professions. A straightforward description of how to facilitate a high school assertion-training group.

Whatever Happened to Debbie Kraft? Seattle: Feminists Northwest, 1975. 75¢.

A decision-making awareness game--for educators, counselors, students, and parents--involving a typical female high school graduate.

RESOURCES FOR EDUCATORS AND PARENTS

These resources are designed especially for educators and parents to (a) assist them to explore sexism in educational materials such as textbooks and children's literature; (b) provide information and guides for acquiring nonsexist materials; (c) assist them to explore sexism in the employment of school administrators; and (d) provide specific examples of sex-fair teaching methods and materials in such courses as science, social studies, math, and home economics.

REFERENCE READINGS FOR PARENTS, TEACHERS, AND ADMINISTRATORS

Adell, Judith, and Hilary D. Klein, eds. A Guide to Non-Sexist Children's Books. Chicago: Academy Chicago Ltd., 1976. $4.95.

Listing, by appropriate grade level, of books that "treat boys and girls as people who have the same kind of frailties and strengths." Covers preschool through grade 12.

Again at the Looking Glass. Seattle: Feminists Northwest, 1975.

A good resource for teachers; includes suggestions for activities and discussion, as well as bibliographies on sexism in language, nonsexist literature, and sexism in the media.

Davis, Enid. The Liberty Cap. Chicago: Academy Chicago Ltd., 1978. $4.95.

A review of more than 1,000 nonsexist books, records, and films for children.

Dick and Jane as Victims: Sex Stereotyping in Children's Readers, 2nd ed. Princeton, N.J.: Women on Words and Images, 1975. $3.00.

Presents the findings of a content analysis of children's textbooks and provides guidelines for analyzing books used by children, suggestions for classroom activities, and a bibliography.

Froschl, Merle, et al. Women's Studies for Teachers and Administrators: A Packet of Inservice Education Materials. Old Westbury, N.Y.: Feminist Press, 1975. $10.00.

A packet designed to help a school district start an in-service course on sexism in education and to show the potential of such a course in developing a broader women's studies in-service program.

Froschl, Merle, and Jane Williamsson, eds. Feminist Resources for Schools and Colleges: A Guide to Curriculum Materials. Old Westbury, N.Y.: Feminist Press, 1974. $1.00.

A guide to curricular materials. Provides an annotated bibliography of non-sexist books, pamphlets, articles, and other materials for use by teachers and students, preschool through higher education.

Gallagher, Kathleen, and Alice Perry. Bibliography of Materials on Sexism and Sex-Role Stereotyping in Children's Books. Chapel Hill, N.C.: Lollipop Power, 1976. 25¢.

This listing of publications that deal with the topics of sexism and sex-role stereotyping in children's literature may be used by both parents and educators.

Gersoni, Diane. Sexism and Youth. New York: R. R. Bowker Co., 1974. $14.95.

Contains theoretical analyses, philosophical insights, and constructive recommendations regarding the ways in which the educational spectrum can be enhanced and humanized for the development of youth.

Grant, Ann. Removing the Mask. New York: Board of Education, 1978.

Describes the basic workshop for an in-service teacher-training course on sex-role stereotyping.

Gudinas, Ruth, and Sherrie Kroske-Akinsanya. Breaking Through Barriers in Words and Pictures. Madison, Wis.: Madison Public Schools, 1974. $4.00.

A handbook for teachers that examines biases in instructional materials.

Guidelines for Creating Positive Sexual and Racial Images in Educational Material. Harrisburg, Pa.: Pennsylvania Department of Education, 1975.

Guidelines that can be used for the preparation of various publications, memos, correspondence, contracts, legislation, films, transparencies, and other kinds of written and visual materials.

Guidelines for Improving the Image of Women in Textbooks. Glenview, Ill.: Scott, Foresman and Co., Sexism in Textbooks Committee of Women at Scott, Foresman, 1974.

These guidelines focus specifically on the elimination of sexism as it relates to women in textbooks.

Haller, Elizabeth S. New Perspective. Harrisburg, Pa.: Pennsylvania Department of Education, 1977.

A bibliography to help school personnel locate resources to develop more effective school programs that support sex equity and racial ethnic equity.

Hokada, Elizabeth. "Sex Role Socialization in Picture Books for Pre-School Children." American Journal of Sociology 77 (May 1972): 6. 70¢.

An examination of the sex-role socialization of young children in the Caldecott and Newbery Medal award winners, Little Golden Books, and Etiquette Books.

Howard, Suzanne. Why Aren't Women Administering Our Schools? Arlington, Va.: National Council of Administrative Women in Education, 1975. $3.00.

Explores the status of women public school teachers and factors hindering their advancement.

Mason, Bobbie Ann. The Girl Sleuth: A Feminist Guide, new ed. Old Westbury, N.Y.: Feminist Press, 1975. $1.00.

A sex-role analysis of series books, from Honey Bunch to Nancy Drew.

Moberg, Verne. A Child's Right to Equal Reading. Washington, D.C.: National Education Association, n.d. 50¢.

Exercises in liberating children's books from the limitations of sexual stereotypes.

Recognizing Sexism in School. Washington, D.C.: Resource Center on Sex Equity, n.d.

A quiz aimed at identifying sex discrimination.

Rosenfelt, Deborah S. Strong Women: An Annotated Bibliography of Paperbacks for the High School Classroom, new ed. Old Westbury, N.Y.: Feminist Press, 1976. $1.95.

A bibliography especially for high school teachers and students; emphasizes the strengths and accomplishments of women.

Schrank, Louise. Sexism in Language and Media. Kildwer, Ill.: Learning Seed Company, 1976. $57.00.

A combination of silent and sound filmstrips with exercises; the materials ask students to analyze current language usage in movies, television, books, magazines, and advertising to reveal the sexual values carried therein.

Statement on Bias-Free Materials. New York: Association of American Publishers, Committee on Social Issues, 1976.

An attempt to present some of the general principles formulated by individual publishers as being representative of the effort that the educational publishing industry is putting forth to eliminate bias.

Timpano, Doris, and Louise Knight. Sex Discrimination in the Selection of School District Administrators: What Can Be Done? Washington, D.C.: U.S. Department of Health, Education, and Welfare, National Institute of Education, Educational Work Group, 1976.

Aimed at helping those faced with apparent hiring prejudices to take action. Contributes to a more systematic examination of the ways to achieve compliance.

Verheyden-Hilliard, Mary Ellen. A Handbook for Workshops on Sex Equality in Education. Falls Church, Va.: American Personnel and Guidance Association, 1976.

Contains information and resources for use in conducting workshops on sex equity in education.

Wingraf, Susan, and Linda Artel. Positive Images: A Guide to 400 Non-Sexist Films for Young People. San Francisco: Booklegger Press, 1976. $6.00.

A guide to nonsexist media resources for young people, evaluated from a feminist perspective.

Yuill, Phyllis J. Little Black Sambo: A Closer Look. New York: Council on Interracial Books for Children, 1976. $2.50.

Examines the origins of the book Little Black Sambo and traces its history in the United States through periods of popularity and controversy.

SEX-FAIR TEACHING RESOURCES

Banks, James, ed. Teaching Ethnic Studies: Concepts and Strategies. Washington, D.C.: National Council for the Social Studies, 1973. $7.20.

Presents new conceptual frameworks for studying ethnic groups and for analyzing American society. Also describes promising strategies.

Buckmaster, Henrietta. Women Who Shaped History. New York: Macmillan, 1974. $1.95.

Presents the lives of six American women who challenged the conventions of 19th-century society: Elizabeth Blackwell, Prudence Crandall, Dorothea Dix, Mary Baker Eddy, Elizabeth Cady Stanton, and Harriet Tubman. Written for junior and senior high school students.

Ehrenreich, Barbara, and Deirdre English. Witches, Midwives, and Nurses: A History of Women Healers, 2nd ed. Old Westbury, N.Y.: Feminist Press, 1972. $2.95.

A pamphlet aimed at recapturing the history of women as health workers.

Ernest, John. Mathematics and Sex. Santa Barbara, Calif.: University of California, 1976.

An excellent pamphlet on sex discrimination in mathematics teaching. A survey of women in the field of math indicates that females are limited and stereotyped from kindergarten through graduate school. Available from Educational Resources Information Center (EJ 148 839), P.O. Box 190, Arlington, VA 22210.

Faber, Doris. Petticoat Politics: How American Women Won the Right to Vote. New York: Lothrop, Lee and Shepard Co., 1967.

A story of how the women of the feminist reform movement fought and the obstacles that blocked their way.

Grambs, Jean, ed. Teaching about Women in the Social Studies: Concepts, Methods and Materials. Washington, D.C.: National Council for the Social Studies, 1976. $5.95.

Designed to assist teachers and other professionals in their efforts to make social studies curricula responsive to the democratic demand that schools respect the dignity and worth of students.

Hoffman, Nancy, et al., eds. Female Studies 6: Closer to the Ground--Women's Classes, Criticism, Programs. Old Westbury, N.Y.: Feminist Press, 1972. $7.50.

Twenty-one essays on the practice of women's studies in the classroom, with emphasis on teaching literature.

Howard, Suzanne. Liberating Our Children, Ourselves: A Handbook of Women's Studies Course Materials for Teacher Educators. Washington, D.C.: American Association of University Women, 1975. $2.50.

Provides necessary materials for establishing women's studies courses. Included are course objectives, syllabi, readings, and learning projects.

Howe, Florence. Seven Years Later: Women's Studies Programs in 1976. Washington, D.C.: National Advisory Council on Women's Educational Programs, 1977.

A report of research results concerning the status of the more established women's studies programs--their accomplishments and their impact.

Hypatia's Sisters: Biographies of Women Scientists Past and Present. Seattle: Feminists Northwest, 1976. $2.00.

An anthology of biographies of several women scientists who pioneered the entrance of women into science.

Lerner, Jane; Fredell Bergstrom; and Joseph Champagne. Equal Vocational Education. Columbus, Ohio: Center for Human Resource Research, 1976. $4.67.

A report on a model project for eliminating the effects of past discrimination in Texas vocational education programs.

McGuigan, Dorothy, ed. A Sampler of Women's Studies. Ann Arbor: University of Michigan, 1973. $2.50.

Seven papers by women scholars discuss women in mythology, dance, American politics, the law, and other areas.

Planning for Free Lives. Seattle: Feminists Northwest, 1975. $3.00.

Curriculum materials for combating sex stereotypes in home economics, family living, and career awareness courses.

Zane, Polly, and John Zane. American Women: 1607 to the Present, new ed. Berkeley, Calif.: Proof Press, 1978. $32.00.

A four-part unit--booklets, chart, guide, and portraits--that traces the uneven growth of women's changing roles in America.

RESOURCES FOR PRESCHOOLERS, STUDENTS, AND PARENTS

Included are two categories of children's literature that promotes a nonsexist point of view; resources to increase junior and senior high school students' awareness of sex-role stereotyping; and resources that address the role of the parent in perpetuating sexism, as well as in combating it.

FOR PRESCHOOLERS

Eichler, Margrit. Martin's Father, 2nd ed. Chapel Hill, N.C.: Lollipop Power, 1977. $2.75.

A young boy and his father engage in play and daily household activities together.

Hoffs, Tamar. Ms. Goose. Avondale Press, 1973. $1.00.

Nursery rhymes with sexism out and feminism in.

Klein, Norma. A Train for Jane. Old Westbury, N.Y.: Feminist Press, 1974.

Jane doesn't want a doll for Christmas--she wants a train.

Mangi, Jean. ABC Workbook. Old Westbury, N.Y.: Feminist Press, 1975. $2.50.

A delightful nonsexist romp through the alphabet.

McCloskey, Robert. Blueberries for Sal. New York: Penguin Books, 1976. $2.50.

A little girl and a bear cub each mistake the other's blueberry-picking mother for its own.

Potter, Beatrix. The Pie and the Patty Pan. New York: Dover, 1976. $1.25.

A pussycat named Ribby invites a dog named Duchess to tea, and this is the start of a delightful story involving two pies, two ovens, and two unusual friends.

FOR SCHOOL-AGE CHILDREN

Eber, Christine E. Just Momma and Me. Chapel Hill, N.C.: Lollipop Power, 1975. $3.00.

Regina tells her story of being adopted by Momma and of accepting Momma's friend, Karl, and eventually a new baby.

Giovanni, Nikki. Ego-Tripping and Other Poems for Young Readers. New York: Lawrence Hill and Co., 1974. $4.95.

Poems for children.

Kahn, Maxine. Mother Is a Pitcher. Salem, Ore.: All of Us, 1974. $1.50.

"Get nine women together and what can they do? Perhaps they'd play baseball. They can and they do."

Lenthall, Patricia R. Carlotta and the Scientist, 2nd ed. Chapel Hill, N.C.: Lollipop Power, 1976. $2.75.

A nonconformist penguin's determination and curiosity lead her to adventure.

Miles, Betty. The Real Me. New York: Avon, 1975. $1.50.

Should delivering papers be for boys only? A young girl invades a world labeled "for boys only."

Milne, A. A. Now We Are Six. New York: Dell, 1975. $1.25.

Verse for people who are now six and for people who were that age a long time ago.

Pratt, Ellen. Amy and the Cloudbasket. Chapel Hill, N.C.: Lollipop Power, 1975. $3.00.

Fantasy poem about girls challenging traditional job assignments.

Rich, Gibson. Firegirl. Old Westbury, N.Y.: Feminist Press, 1972. $3.25.

Eight-year-old Brenda is fascinated by fire engines and is determined to be a fire fighter.

Tompert, Ann. The Clever Princess. Chapel Hill, N.C.: Lollipop Power, 1977. $3.00.

Princess Lorna must pass a series of difficult tests before she is allowed to rule.

Yashima, Taro. Crow Boy. New York: Penguin Books, 1976. $2.95.

A strange, shy, small boy overcomes the differences isolating him from other children in school.

FOR JUNIOR AND SENIOR HIGH SCHOOL STUDENTS

Carlson, Dale. Girls Are Equal Too. New York: Atheneum, 1973. $2.95.

The emphasis is on knowing the range of choices available for teenage girls to make.

Fenten, D. X. Ms.-Attorney. Philadelphia: Westminster Press, 1974. $7.50.

Discusses the difficulty of a law career for women.

Levine, Alan H. The Rights of Students. New York: Avon, 1977. $2.50.

A handbook that makes an effort to define the scope of school officials' power to regulate students' lives.

Mitchell, Joyce S. Free to Choose: Decision Making for Young Men. Delacorte, 1976. $8.95.

A men's liberation manual designed to help high school males realize the full range of choices available in developing all aspects of their lives.

_____. Other Choices for Becoming a Woman. New York: Dell, 1975. $1.25.

A feminist handbook for high school women to help them realize their potential and plan for the future. Especially useful are the sections on educational choices.

Nichols, Jack. Men's Liberation: A New Definition of Masculinity. New York: Penguin Books, 1975. $3.95.

Proposes a new definition of masculinity--one that will open thoughtful men to the kind of self-examination that brings new insights about their roles, their leisure, their work, their emotions, their sexuality, and their relationships.

Rosenfelt, Deborah S. Strong Women: An Annotated Bibliography of Paperbacks for the High School Classroom. Old Westbury, N.Y.: Feminist Press, 1976. $1.95.

A bibliography especially for high school teachers and students; emphasizes the strengths and accomplishments of women.

Scholz, Nelle, et al. How to Decide: A Workbook for Women. New York: Avon, 1978. $4.95.

A workbook on formulating goals and making decisions, designed especially for high school women who are confused about the opportunities for and expectations of females in modern society.

Singer, Frieda, ed. Daughters in High School: An Anthology of Their Work. Plainfield, Vt.: Daughters, Inc., 1974. $3.80.

Young women from high schools across the United States write with urgency on growing up female.

Unbecoming Men: A Men's Consciousness-Raising Group Writes on Oppression and Themselves. San Rafael, Calif.: Times Change Press, 1971. $2.50.

Writings from a men's consciousness-raising group.

Walker, Marion, and Mark Beach. Making It in College. New York: Van Nostrand Reinhold, 1975. $8.95.

Provides basic advice on planning for college and making a success of the endeavor. Written especially for minority students.

FOR PARENTS

Greenberg, Selma. Right from the Start: A Guide to Nonsexist Child Rearing. Boston: Houghton Mifflin, 1978. $8.95.

Addresses the wishes of parents to raise their children right--right from the start.

Harrison, Barbara G. Unlearning the Lie: Sexism in School. New York: William Morrow and Co., 1974. $2.95.

A personal account of the work of a group of Brooklyn parents who challenged the sexism practiced in their children's classroom.

Knapp, Dale, and James Bedford. The Parent's Role in Career Development. Falls Church, Va.: American Personnel and Guidance Association, 1976. 60¢.

Focuses attention on the influence of parents on the developing attitudes and choices of children; also shows how that influence can be used wisely in furthering the vocational development of young people.

Verheyden-Hilliard, Mary Ellen. Cracking the Glass Slipper: PEER's Guide to Ending Sex Bias in Your School. Washington, D.C.: Project on Equal Education Rights of the NOW Legal Defense and Education Fund, 1978.

A kit for parents and citizen action groups who want to check on the progress of Title IX in the local schools; tells how to press for needed change.

WOMEN, WORK, AND EDUCATION

The resources in this section contain descriptions of the characteristics of women in the work force, tools to upgrade the employability of women, and statistics on women's involvement in higher education.

REFERENCE READINGS

Clarenbach, Kathryn. Educational Needs of Rural Women and Girls. Washington, D.C.: National Advisory Council on Women's Educational Programs, 1977.

A report from an investigation of the special educational needs of the rural population.

Women in Rural America. Washington, D.C.: Rural America, 1977.

Treats the common problem of unfair treatment based on sex.

WOMEN AND WORK

1975 Handbook on Women Workers. Washington, D.C.: U.S. Department of Labor, Women's Bureau, Employment Standards Administration, 1975. $4.70.

Contains facts relating to the present economic, civil, and political status of women. An excellent source of statistics.

Other useful publications from the Women's Bureau include the following:

- American Indian Women, 1977
- American Women at the Crossroads: Directions for the Future, 1971
- The Earnings Gap between Women and Men, 1976
- Legal Status of Women, 1979
- Mature Women Workers: A Profile, 1976
- Minority Women Workers: A Statistical Overview, 1977
- The Myth and the Reality, 1974
- Trends in Women's Employment and Training in Selected Professions, 1976
- Women with Low Incomes, 1977
- Women of Puerto Rican Origin, 1977

- Women Workers Today, 1976
- Working Mothers and Their Children, 1977
- A Working Woman's Guide to Her Job Rights, 1978
- Why Women Work, 1978

Hayghe, Howard. "Families and the Rise of Working Wives--An Overview." Monthly Labor Review 99 (May 1976): 12-19.

Examines past and present trends in the growth of families that have two or more workers.

Jessup, Claudia, and Genie Chipps. The Woman's Guide to Starting a Business, rev. ed. New York: Holt, Rinehart, & Winston, 1980. $6.95.

A book for every woman who has dreamed of having a business of her own. In plain, nontechnical English, the authors explain step by step how to turn a good idea into a profit-making enterprise.

Journal of the National Association for Women Deans, Administrators, and Counselors 40 (Summer 1977). Special issue.

A special issue devoted entirely to examining the values, employment, and status of professional women.

Loeser, Herta. Women, Work, and Volunteering. Boston: Beacon Press, 1975.

Meant as a practical aid for American women to help them decide whether they should do volunteer work, and if so, how to get started.

Maupin, Joyce. Working Women and Their Organizations. Berkeley, Calif.: Union WAGE (Women's Alliance to Gain Equality) Educational Committee, 1974. $1.35.

Describes the struggle of working women to achieve better working conditions and better pay.

Sandler, Bernice. "Why Women Need Less Pay." Chronicle of Higher Education, March 1973.

Presents some of the myths and irrational views about women and pay.

Schifter, Margaret, et al. How to Go to Work When Your Husband Is Against It, Your Children Aren't Old Enough, and There's Nothing You Can Do Anyhow. New York: Simon and Schuster, 1973.

A handbook for career-seeking women. Offers advice on resumes, interviews, tax and financial information, and professions with promise.

EMPLOYMENT ADVANCEMENT

The Forgotten Five Million: Women in Public Employment: A Practical Guide for Eliminating Sex Discrimination. New York: Women's Action Alliance, 1975. $2.50.

A guide to eliminating sex discrimination. Provides checklists for recognizing discrimination, detailed advice on how to document it, and in-depth sections on legal remedies, affirmative action, and organized power.

Foxley, Cecilia H. Locating, Recruiting, and Employing Women: An Equal Opportunity Approach. Garrett Park, Md.: Garrett Park Press, 1976. $8.50.

Directed to employers, this book is designed to help provide equal opportunity for women workers. Offers suggestions and guidelines for employers.

Glover, Robert, et al. Stepping Up: Placing Minority Women into Managerial and Professional Jobs. Salt Lake City: Olympus Publishing Co., 1979. $4.95.

A handbook that describes how to operate a program to facilitate the employment of college-educated minority women. Also includes hints on resume preparation, as well as job and career counseling resources.

Guide to Conducting a Consultation on Women's Employment. Washington, D.C.: U.S. Department of Labor, Women's Bureau, 1971.

A summary of pilot consultations designed (a) to help in planning meetings to foster a better understanding of women's potential and (b) to facilitate an exchange of information on ways to decrease job discrimination and increase employment opportunity.

Hassler, Kenneth. "Better Jobs, Higher Pay." Consumers Digest, January/February 1978.

Discusses strategic use of newly found rights.

Ries, Sue, and Mary Jo Smrekar. "Finding Out What You're Good At." Working Woman magazine, November 1976.

Presents steps for developing a personal career-goal statement.

Russell, Philip. Dynamic Job Interviewing for Women. Federally Employed Women, Inc., Ventura County Chapter, 1976. $1.50.

Discusses how to do better during the job interview--preparation, questions, dos and don'ts, dress.

Steps to Advancing Equal Employment Opportunity for Women. Washington, D.C.: U.S. Department of Labor, Women's Bureau, 1975.

Suggests steps that can be taken by any employer attempting to advance equal opportunity for women.

Steps to Opening the Skilled Trades to Women. Washington, D.C.: U.S. Department of Labor, Women's Bureau, 1974.

Outlines steps that can be taken by employers, unions, women, and special programs.

Strohmenger, C. Todd. How to Complete Job Application Forms. Falls Church, Va.: American Personnel and Guidance Association, 1975.

Designed to help students understand and cope with problems presented by the typical job application form. Samples included.

ASSERTIVENESS TRAINING

Fensterheim, Herbert, and Jean Baer. Don't Say Yes When You Want to Say No. New York: Dell, 1975. $2.25.

A basic guide to assertiveness training.

Smith, Manuel J. When I Say No, I Feel Guilty. New York: Bantam Books, 1975. $3.50.

Explores coping through using the skills of systematic assertive therapy, a successful technique that utilizes training dialogues. Covers everyday situations--returning merchandise, asking for a raise, rejecting or accepting sexual invitations, handling criticism and praise--and shows how to deal with manipulative employers and employees, in-laws, spouses with different sexual agendas, and so forth.

WOMEN AND EDUCATION

Affirmative Action for Blacks in Higher Education: A Report. Washington, D.C.: Howard University, Institute for the Study of Educational Policy, 1978.

Examines how effective the affirmative action strategy is in bringing about employment opportunity for blacks in higher education.

Eiden, Leo. "Trends in Female Degree Recipients." American Education 12 (November 1976): 9.

A summary of trends over the past decade in the percentages of women earning degrees, by level of degree.

Kay, Evelyn. Women in Vocational Education. Washington, D.C.: U.S. Department of Health, Education, and Welfare, Education Division, National Center for Educational Statistics, 1978.

Addresses full equality and the need for more job education for women.

Minority Women in Higher Education. Falls Church, Va.: American Personnel and Guidance Association, Project on the Status and Education of Women, 1974-5.

A series of brief summaries on the status of minority women. The first focuses on the myths about the educational status of black women; the second, on the educational and employment status of Spanish-speaking women.

Rieder, Corinne H. "Work, Women and Vocational Education." American Education 13 (June 1977): 27-30.

Explores how vocational education programs have contributed to job and pay segregation. Poses the question, What can be done?

Women and Higher Education. Washington, D.C.: American Association of University Women, 1978.

A summary of a survey on the status of women in higher education.

EQUAL OPPORTUNITY LAWS

These resources provide an overview of state and federal laws that guarantee equal opportunity regardless of sex.

Alexander, Shana. State-by-State Guide to Women's Legal Rights. Los Angeles: Wollstonecraft, 1975. $3.95.

A compilation of American law as it affects women in marriage, adoption, divorce, rape, widowhood, work, and other areas.

Balles, Nancy J. The Unenforced Law: Title IX Activity by Federal Agencies Other Than HEW. Washington, D.C.: National Advisory Council on Women's Educational Programs, 1978.

Report on the enforcement of Title IX.

Fact Sheets on Institutional Racism. New York: Council on Interracial Books for Children, 1975. 50¢.

Statistics on oppression and control in the economy, health care, housing, education, the news media, and the government.

"Federal Child Care Legislation." Excerpted from Women and Poverty: Staff Report. Washington, D.C.: U.S. Commission on Civil Rights, June 1974.

Discusses the scope of existing child-care programs, the efforts to enact some form of child-care legislation, the current status of those efforts, and the prospects for significant legislative action in the near future.

The Forgotten Five Million: Women in Public Employment: A Practical Guide for Eliminating Sex Discrimination. New York: Women's Action Alliance, 1975. $2.50.

A guide to eliminating sex discrimination. Provides checklists for recognizing discrimination, detailed advice on how to document it, and in-depth sections on legal remedies, affirmative action, and organized power.

Foxley, Cecilia H. Locating, Recruiting, and Employing Women: An Equal Opportunity Approach. Garrett Park, Md.: Garrett Park Press, 1976. $8.50.

An important book for school administrators. Provides information on women workers today, equal opportunity legislation, and affirmative action programs. Includes effective ways of integrating women with men in employment areas previously composed solely of males.

Kennedy, Jean B. A Handbook of State Laws and Policies Affecting Equal Rights for Women in Education. Denver: Education Commission of the States, 1976. $2.00.

Includes all state legislation relevant to women in education, administrative policies adopted by state education agencies, the number of women superintendents and principals, and the activities of state commissions on the status of women.

Maternity Standards. Washington, D.C.: U.S. Department of Labor, 1975.

Maternity guidelines affecting the status of working women.

Mendelsohn, Ethel, and John Galvin. "The Legal Status of Women." Book of the States 1978-1979. Lexington, Ky.: Council on State Governments, 1979.

Includes information on credit, housing, abortion, marriage, and divorce.

Stalled at the Start: Government Action on Sex Bias in the Schools. Washington, D.C.: Project on Equal Education Rights of the NOW Legal Defense and Education Fund, 1977.

A study analyzing how the U.S. Department of Health, Education, and Welfare handled Title IX complaints brought against elementary and secondary schools. The results show that rules and policies perpetuating unequal treatment of males and females are still going uncorrected in the nation's schools.

State Equal Rights Amendments. Washington, D.C.: U.S. Department of Labor, Women's Bureau, 1976.

Provides the text and the date effective for each of the amendments or constitutional provisions of the states having an equal rights amendment.

State Labor Laws in Transition: From Protection to Equal Status for Women. Washington, D.C.: U.S. Department of Labor, Women's Bureau, 1976.

Summarizes laws of special interest to women, and highlights trends that have become evident in the past several years.

GENERAL INTEREST

Resources in this section are designed to provide current information on various topics of interest to women.

MALE LIBERATION

ERA Means Equal Rights for Men and Women. Washington, D.C.: League of Women Voters, 1977.

What the ERA means, what it will do, and why we need it.

Gelman, David, et al. "How Men Are Changing." Newsweek, January 16, 1978.

Takes a look at the shift in male attitudes.

Lester, Julius. "Being a Boy." Ms. Magazine, June 1973.

Lester discusses growing pains and male role awareness.

Mitchell, Joyce. Free to Choose: Decision Making for Young Men. New York: Delacorte, 1976. $8.95.

A men's liberation manual designed to help high school males realize the full range of choices available in developing all aspects of their lives.

Nichols, Jack. Men's Liberation: A New Definition of Masculinity. New York: Penguin Books, 1975. $3.95.

Proposes a new definition of masculinity--one that will open thoughtful men to the kind of self-examination that brings new insights about their roles, their leisure, their work, their emotions, their sexuality, and their relationships.

Unbecoming Men: A Men's Consciousness-Raising Group Writes on Oppression and Themselves. San Rafael, Calif.: Times Change Press, 1971. $2.50.

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WOMEN IN SPORTS

Hoepner, Barbara, ed. Women's Athletics: Coping with Controversy. Reston, Va.: American Alliance for Health, Physical Education, and Recreation, 1974. $3.75.

Discusses the woman athlete: What does she want? Why does she want it? How is she going to get it?

Packet of Model Pleadings for Athletic Cases. New York: American Civil Liberties Union, Women's Rights Project, 1978.

Presents the basic tools for a lawsuit on behalf of a girl who wants to play on a boys' athletic team.

Phillips, B. J. "Sports: Come the Revolution." Time Magazine, June 26, 1978, 54-59.

Discusses how women are transforming athletics.

DAY CARE

Federal Funds for Day Care Projects. Washington, D.C.: U.S. Department of Labor, Women's Bureau, 1972.

A publication that outlines programs of federal agencies that provide funds for day-care projects.

New Tax Credit for Child Care and Household Services. Washington, D.C.: U.S. Department of Labor, February 1977.

A consumer information leaflet about the Tax Reform Act of 1976.

CREDIT AND INSURANCE

Goddard, Martha A. New Credit Rights for Women. Barrington, Ill.: Consumer Credit Project, 1978.

Includes coverage of credit rights created by the Equal Credit Opportunity Act.

"Life Insurance for Women." Changing Times, May 1975, 25-28.

An interview that takes a fresh look at the insurance requirements of women.

Women's Credit Handbook. Harrisburg, Pa.: Pennsylvania Commission for Women, 1976.

A resource guide to women's credit rights, designed to help women take full advantage of their rights to equal credit opportunity now guaranteed by federal law.

FEMALE LIBERATION

The Black Scholar 4 (March-April 1973). Special issue. $2.00.

Special issue on Black women's liberation. Contains articles on "Sexism and the Black Male," "Black Women in Films," "The Politics of Stereotypes," and much more.

Chicago, Judy. Through the Flower: My Struggle as a Woman Artist. New York: Doubleday and Co., 1977. $4.95.

A revealing personal history that also addresses the larger issue of creativity--and specifically, women's problems throughout the history of art.

Gardner, Janet. "Problems of the New Woman." Glamour, June 1978, 221-24.

Sets forth the idea that women today are subject to new challenges, yet still burdened by the fears and anxieties of their mothers. Discusses the problems that prompt women to seek therapy.

Hunt, Morton. "What Really Makes Women Happy Today? Making a Living vs. Making a Home." Redbook, April 1978, 70-73.

A Redbook poll offers some truths about how working women and homemakers feel about themselves, their lives, and each other.

HEALTH

Brim, Christine, et al. "Women's Health: Our Bodies, Their Sales." Seven Days, May 5, 1978.

Discusses the new mood among American women to control their own bodies. Addresses abortion, childbirth, Cesarean birth, infant formula, and contraceptives.

Planned Parenthood of New York City. Abortion: A Woman's Guide. New York: Pocket Books, 1975.

A straightforward, sympathetic manual covering every facet of abortion.

PARENTING

Arms, Suzanne. Immaculate Deception: A New Look at Women and Childbirth in America. Boston: Houghton Mifflin, 1975. $6.95.

A documented examination of childbirth today, dealing with the uses and abuses of drugs, technology, and hospital procedures in the United States.

Bernard, Jessie. The Future of Motherhood. New York: Penguin Books, 1975. $2.95.

A thoughtful analysis of the future of mothering, examining the present trends in American society.

McBride, Angela. The Growth and Development of Mothers. New York: Harper and Row, 1975. $3.95.

Thoughts and feelings about growing as a parent and about the emotions parents struggle with--depression, guilt, anger. Speaks to the experiential and intellectual elements of the role of mother.

McFadden, Michael. Bachelor Fatherhood: How to Raise and Enjoy Your Children as a Single Parent. New York: Walker and Co., 1974.

Milwaukee County Welfare Rights Organization. Welfare Mothers Speak Out: We Ain't Gonna Shuffle Anymore. New York: W. W. Norton and Co., 1972. $2.95.

Welfare mothers discuss what poverty is really like: how it feels to be subjected to the indignities and dehumanization of the welfare system.

MARRIAGE, DIVORCE, AND WIDOWHOOD

Booklet for Women Who Wish to Determine Their Own Names after Marriage. Barrington, Ill.: The Center for a Woman's Own Name, 1974.

Provides basic information on laws, children's names, court decisions, and contracts.

Caine, Lynn. Widow. New York: Bantam Books, 1975. $2.25.

Tells of the agonizing death of the author's husband and how she coped with widowhood.

Edwards, Marie, and Eleanor Hoover. The Challenge of Being Single. New York: New American Library, 1975. $1.75.

Shows the growth and fulfillment that staying single can offer to both men and women, whether widowed, divorced, or never married.

Gettleman, Susan, and Janet Markowitz. The Courage to Divorce. New York: Ballantine Books, 1975. $1.75.

Shows how the decision to divorce can be the beginning of a satisfying life.

Hope, Karol, and Nancy Young. MOMMA Handbook: The Sourcebook for Single Mothers. New York: New American Library, 1976. $4.95.

An outgrowth of the MOMMA organization that offers practical information crucial to the survival of the single mother.

Oakley, Ann. The Sociology of Housework. New York: Pantheon Books, 1975. $3.95.

Based on a research study of women's attitudes toward housework, this book probes the conventional trivialization of housework and the sociological neglect of housework as a serious topic.

SEXUAL HARASSMENT AND RAPE

Fensterheim, Herbert, and Jean Baer. Don't Say Yes When You Want to Say No. New York: Dell, 1975. $2.25.

A basic guide to assertiveness training.

Mead, Margaret. "A Proposal: We Need Taboos on Sex at Work." Redbook, April 1978.

Mead discusses what we can and should do about sexual harassment on the job.

Medea, Andrea, and Kathleen Thompson. Against Rape. New York: Farrar, Straus and Giroux, 1974. $2.95.

A discussion of the varied aspects of rape--why its incidence is so common, how it affects women's daily lives, who commits rape, and why rape rates are climbing so fast.

Sexual Harassment: A Hidden Issue. Washington, D.C.: Association of American Colleges, Project on the Status and Education of Women, 1978.

Focuses on male harassment of female students and employees--the scope of the problem, the legal implications, and the possible remedies.

Smith, Manuel J. When I Say No, I Feel Guilty. New York: Bantam Books, 1975. $3.50.

Explores coping through using the skills of systematic assertive therapy, a successful technique that utilizes training dialogues. Covers everyday situations--returning merchandise, asking for a raise, rejecting or accepting sexual invitations, handling criticism and praise--and shows how to deal with manipulative employers and employees, in-laws, spouses with different sexual agendas, and so forth.

LIFELONG LEARNING

DeCrow, Roger. Older Americans: New Uses of Mature Ability. Washington, D.C.: American Association of Community and Junior Colleges, 1978. $3.00.

A brief, descriptive account--the focus on older Americans--of programs in community colleges.

Getting Credit for What You Know. Washington, D.C.: U.S. Department of Labor, Women's Bureau, 1974.

Discusses how obtaining educational credits for what one knows can lead to a better job, advancement, or a second chance at college.

THE EQUAL RIGHTS AMENDMENT

Budde, JoAnn, and Joan Krauskopf. Homemakers Need the Equal Rights Amendment. Housewives for ERA (now Homemakers Equal Rights Association, P.O. Box 3593, Longwood, Florida 32750).

Discusses why homemakers need the ERA.

ERA--A Bread and Butter Issue. Washington, D.C.: American Association of University Women, 1977.

Attempts to answer the question, Why bother about an equal rights amendment?

ERA--A Life Time Guarantee. New York: American Civil Liberties Union, n.d.

Uses a question-and-answer format to address what the ERA will do.

ERA--What's in It for Men. Washington, D.C.: National Federation of Business and Professional Women's Clubs, Inc., n.d.

Discusses insurance, alimony, child support, child custody, and inheritance.

Who Will Defend America? Washington, D.C.: National Federation of Business and Professional Women's Clubs, Inc., n.d.

Discusses what the ERA would mean in terms of military service.

BLACK WOMEN

These resources will acquaint the reader with literature about Black women.

Brownmiller, Susan, and William H. Mathews. Shirley Chisholm: A Biography. New York: Doubleday and Co., 1970. $5.95.

A biography of the first Black congresswoman. Suitable for young readers.

Cade, Toni, ed. The Black Woman: An Anthology. New York: New American Library, 1974. $1.95.

An anthology that includes poetry, stories, and essays.

Crane, Louise. Ms. Africa: Profiles of Modern African Women. Philadelphia: J. B. Lippincott, 1973.

Profiles of modern women leaders of Africa.

Davis, Angela. Angela Davis: An Autobiography. New York: Bantam Books, 1975.

Gaines, Ernest J. The Autobiography of Miss Jane Pittman. New York: Bantam Books, 1972. $2.25.

The life story of a former slave who joined the civil rights movement when she was 109 years old.

Graham, Shirley. The Story of Phillis Wheatley. New York: Archway, n.d.

The story of the "Poetess of the American Revolution."

Ladner, Joyce A. Tomorrow's Tomorrow. New York: Doubleday and Co., 1972. $2.95.

A study of Black womanhood, the book attempts to depict what the Black woman's life was like in the past, what barriers she had had to overcome in order to survive, and how she is coping today.

Pauli, Hertha. Her Name was Sojourner Truth. New York: Avon, 1976. $1.50.

Born a slave, Sojourner Truth fought all her life to gain rights for women and Black people.

Petry, Ann. Harriet Tubman: Conductor on the Underground Railroad. New York: Archway, 1971. $1.95.

Born a slave, Harriet Tubman escaped. This book presents the story of how she went back repeatedly to help others gain freedom.

Rudolph, Wilma. Wilma: The Story of Wilma Rudolph. New York: New American Library, 1977. $2.25.

The dramatic personal story of an indomitable Black woman who became a great Olympic athlete.

Stanford, Barbara, ed. On Being Female: An Anthology. New York: Washington Square Press, 1974.

Examines the conditioning that has kept women "in their place." Also discusses the changing institutions and attitudes that are allowing women to grow. A book about roles.

AUDIOVISUAL AIDS

FILMS AND WHERE TO GET THEM

American Man: Tradition and Change. Butterick Publishing, 708 Third Avenue, New York, New York 10017. High school.

Shows how men have traditionally been trained to repress their emotions, and suffer in silence rather than ask for help, and how these unfair expectations are slowly changing. Discusses how men and women have in some cases reversed roles and how women's liberation may mean men's liberation.

American Woman: New Opportunities. Butterick Publishing, 708 Third Avenue, New York, New York 10017. High school.

Gives the history of women and how their roles have changed. Geared toward helping girls understand their choices in today's society.

Anatomy of a Teenage Marriage. Coronet Films, 65 East South Water Street, Chicago, Illinois 60601. Grades 10-12.

Presents a teenage couple who have a tense marriage that lacks communication. The woman suffers because of guilt about sex and because of low self-esteem. Each partner feels rejected by the other until they begin to talk and realize that they are both responsible for the state of their marriage. Recommended to show traditional role expectations and the problems they can create.

Career Training: How, What, Where. Social Studies School Service, 10000 Culver Boulevard, Department 11, P.O. Box 802, Culver City, California 90230. Junior and senior high school.

Examines where young people can obtain training for lifelong careers. Proceeding from an evaluation of college and the difficulties many graduates have in finding jobs, the program examines the possible nature of the job market in the future, the merits of practical versus theoretical education, the junior college, sources of training, and the possibilities of on-the-job training.

The Emerging Woman. Film Images/Radim Films, Inc., 1304 Lake Street, Oak Park, Illinois 60301. High school and up.

A well-documented history of the women's movement in the United States. It shows what changes the women of the past have made and ends with an inspiration to continue to make changes.

The Fable of He and She. Learning Corporation of America, 4600 West Diversey, Chicago, Illinois 60639. Grades 5-12.

A light, entertaining animation of the masculine Handybars and the feminine Mushamels who are separated from each other and have to expand their roles in order to survive. When the threat no longer exists, they continue to live according to their expanded roles. Creates an awareness of sex roles within the family and society.

A Girl Like Me, A Boy Like Me. Miller-Brody Productions, Inc., 342 Madison Avenue, New York, New York 10017. Elementary school.

A series of drawings, narrated by children, that depict both a boy and a girl doing things they want to do rather than what might be expected of them because of their sex. A clever way of initiating a discussion with children about what sex-role stereotyping is and how it affects them.

I'm Glad I'm a She, I'm Glad I'm a He. North Carolina Department of Public Instruction, Room 352, Education Building, Raleigh, North Carolina 27603. Junior and senior high school.

Demonstrates how both men and women are damaged by restrictive sex roles, and how they should be free to be themselves without being limited by sex roles.

Images of Males and Females in Elementary Textbooks. The Feminist Press, Box 334, Old Westbury, New York 11568. Junior and senior high school.

Analyzes sex bias and stereotypes as seen in the pictures and language of social studies, science, and math textbooks at the elementary level. Also shows how females can be depicted in expanded roles.

I Only Want You to Be Happy. CRM Educational Films, Del Mar, California 92014. High school.

The main characters are a sister who plans to marry, a sister going to medical school, and a traditional mother. Mother and sisters argue over what each should do.

Looking at Tomorrow . . . What Will You Choose? Churchill Films, 662 North Robertson Boulevard, Los Angeles, California 90069. Elementary school and junior and senior high school.

Gives a documentary treatment of seven young women at their jobs. The dialogue focuses on choice, preparation, and satisfaction.

Making It in the World of Work. Film Fair Communication, 10900 Ventura Boulevard, P.O. Box 1728, Studio City, California 91604. High school.

Presents a series of young people working in various jobs that are nontraditional for their sex. The young people tell what they do, why they chose that work, and what they want out of life. They stress enjoying one's work and doing a good job. Realistic; offers good advice.

Male and Female Roles. Coronet Films, 65 East South Water Street, Chicago, Illinois 60601. High school.

Shows that stereotypes still exist, even though society has changed and many people have overcome them. Demonstrates how stereotypes can be damaging to both males and females, and shows that those choosing careers should consider all options without regard to the limitations of sex-role expectations in the past.

Male/Female: Changing Lifestyles. Educational Audio-Visual, Inc., Pleasantville, New York 10570. High school and up.

Discusses the history of women's roles.

Masculinity and Femininity. Guidance Associates, 757 Third Avenue, New York, New York 10017. Grades 11-12.

Directed to educating the general public about sex stereotyping.

Non-Traditional Careers for Women. Pathescope Education Media, Inc., 71 Weyman Avenue, New Rochelle, New York 10802. Junior and senior high school.

Introduces students and adults to nontraditional careers for women. Reviews the history of the role of American women in the labor force, presents particular women working in nontraditional careers, and discusses opportunities for training.

Other Women, Other Work. Churchill Films, 662 North Robertson Boulevard, Los Angeles, California 90069. Junior and senior high school.

Portrays women enjoying their work in traditionally male professions. Increases the viewer's awareness of the additional options available to women who work.

Sex Role Development. CRM Educational Films, Del Mar, California 92014. High school.

Gives examples of stereotyping and follows each with a psychologist's comments about research findings. The film next presents a couple with expanded

roles, and then the Pacific Oaks School in Pasadena, California, where the staff uses an androgynous approach.

Sex Role Stereotyping Edu-Pak. National Education Association, Publication Order Department, The Academic Building, P.O. Box 509, West Haven, Connecticut 06516. Grade 8 and up.

Explains that prescribed sex traits and sex stereotypes do not reflect today's reality. Shows how stereotypes are perpetuated by the school and its personnel, by other institutions, and by parents. Concludes with what we can do to combat stereotyping.

Women. Clearview Corp., 666 North Oliphant Street, Chicago, Illinois 60631. High school.

Gives a complete history of women and the advances they have made in expanding their roles. Shows women happy in their work as well as other women happy in their traditional roles. Emphasizes that further changes are needed.

Women at Work: Choice and Challenge. Guidance Associates, Communications Park, Box 3000, Mt. Kisco, New York 10549. Junior high school to college.

Gives a history of the role of women in the work force and presents women holding jobs that have traditionally been male.

SOURCES OF PHOTOS AND POSTERS SHOWING WOMEN IN NONTRADITIONAL ROLES

Documentary Photo Aids
P.O. Box 956
Mount Dora, Florida 23757

Feminist Resources for Equal Education
Box 3185
Saxonville Station
Framingham, Massachusetts 01701

Matriarts
P.O. Box 638
Areat, California 95521

Women's Graphics Collective
862 West Belmont
Chicago, Illinois 60657

ORGANIZATIONS THAT PROMOTE WOMEN'S EQUITY

Abt Publications
55 Wheeler Street
Cambridge, Massachusetts 02138

American Association of School Administrators
1801 North Moore Street
Arlington, Virginia 22209

American Association of University Women
2401 Virginia Avenue, N.W.
Washington, D.C. 20037

American Civil Liberties Union
22 East 40th Street
New York, New York 10016

American Council on Education
One Dupont Circle, N.W.
Washington, D.C. 20036

American Personnel and Guidance Association
Project on Sex Equality and Guidance Opportunities
25 Skyline Place, Suite 400
5203 Leesburg Pike
Falls Church, Virginia 22041

Association of American Colleges
Project on the Status and Education of Women
1818 R Street, N.W.
Washington, D.C. 20009

Center for Women's Opportunities
One Dupont Circle, N.W.
Washington, D.C. 20036

Citizens' Advisory Council on the Status of Women
1249 National Press Building
Washington, D.C. 20004

Committee to Study Sex Discrimination
832 Garland Avenue
Kalamazoo, Michigan 49008

Congressional Clearinghouse on Women's Rights
722 House Annex, Building #1
Washington, D.C. 20515

Department of Health and Human Services (HHS)
Office for Civil Rights
330 Independence Avenue, S.W.
Washington, D.C. 20201

Feminist Press
Box 334
Old Westbury, New York 11568

Feminists Northwest
5038 Nicklas Place N.E.
Seattle, Washington 98105

KNOW, Inc.
Box 86031
Pittsburgh, Pennsylvania 15221

Minority Women Employment Program
40 Marietta Street West
Atlanta, Georgia 30303

National Black Feminist Organization
4812 46th Street, N.W.
Washington, D.C. 20016

National Commission on Working Women
1211 Connecticut Avenue, N.W., Suite 400
Washington, D.C. 20036

National Council of Negro Women
815 Second Avenue
New York, NY 10017

National Institute of Education
Office of Educational Research and Improvement
Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202

National Organization for Women Action Center
425 13th Street, N.W.
Washington, D.C. 20004

PEER (Project on Equal Education Rights)
1112 13th Street, N.W.
Washington, D.C. 20005

Racism and Sexism Resource Center for Educators
1841 Broadway, Room 300
New York, New York 10023

Resource Center on Sex Equity
379 Hall of the States
400 North Capitol Street, N.W.
Washington, D.C. 20001

Rural American Women
1522 K Street, N.W.
Washington, D.C. 20005

U.S. Commission on Civil Rights
1121 Vermont Avenue, N.W., Room 500
Washington, D.C. 20005

U.S. Department of Labor
Women's Bureau
Employment Standards Administration
Washington, D.C. 20210

Women on Words and Images
P.O. Box 2163
Princeton, New Jersey 08540

Women's Educational Equity Act Program
U.S. Department of Education
400 Maryland Avenue, S.W., Room 2031
Washington, D.C. 20202

WHERE TO GET PRINT RESOURCES: A SELECTED LIST OF PUBLISHERS

Abt Publications
55 Wheeler Street
Cambridge, Massachusetts 02138

Academy Chicago, Ltd.
360 North Michigan Avenue
Chicago, Illinois 60601

All of Us, Inc.
465 17th Street, N.E.
Salem, Oregon 97301

American Civil Liberties Union
22 East 40th Street
New York, New York 10016

American Personnel and Guidance Association
2 Skyline Place, Suite 400
5203 Leesburg Pike
Falls Church, Virginia 22041

Anchor Press/Doubleday
Doubleday Publishing Co.
245 Park Avenue
New York, New York 10017

Association of American Colleges
1818 R Street, N.W.
Washington, D.C. 20009

Association of American Publishers, Inc.
One Park Avenue
New York, New York 10016

Atheneum Publishers
597 Fifth Avenue
New York, New York 10017

Avon Books
959 Eighth Avenue
New York, New York 10019

Ballantine Books, Inc.
201 East 50th Street
New York, New York 10022

Bantam Books, Inc.
666 Fifth Avenue
New York, New York 10103

Barron's Educational Series, Inc.
113 Crossways Park Drive
Woodbury, New York 11797

Beacon Press
25 Beacon Street
Boston, Massachusetts 02108

Booklegger Press
555 29th Street
San Francisco, California 94131

R. R. Bowker Company
A Xerox Publishing Company
1180 Avenue of the Americas
New York, New York 10036

Center for Vocational Education
Ohio State University
1960 Kenny Road
Columbus, Ohio 43210

Charter Communications, Inc.
1120 Avenue of the Americas
New York, New York 10036

The College Board
888 Seventh Avenue
New York, New York 10019

Council on Interracial Books for Children
1841 Broadway, Room 300
New York, New York 10023

Daughters Publishing Co., Inc.
MS 590
P.O. Box 42999
Houston, Texas 77042

Dell Publishing Co., Inc.
One Dag Hammarskjold Plaza
245 East 47th Street
New York, New York 10017

Dial Press
One Dag Hammarskjold Plaza
245 East 47th Street
New York, New York 10017

Doubleday Publishing Co., Inc.
501 Franklin Avenue
Garden City, New York 11530

Dover Publications, Inc.
180 Varick Street
New York, New York 10014

Farrar, Straus and Giroux, Inc.
19 Union Square, West
New York, New York 10003

Feminist Action Alliance
P.O. Box 54717
Civic Center Station
Atlanta, Georgia 30358

Feminist Press
Box 334
Old Westbury, New York 11568

Garrett Park Press
Garrett Park, Maryland 20766

Harper and Row Publishers, Inc.
10 East 53rd Street
New York, New York 10022

Lawrence Hill and Co., Inc.
520 Riverside Avenue
Westport, Connecticut 06880

Holt, Rinehart & Winston, Inc.
383 Madison Avenue
New York, New York 10017

Houghton Mifflin Co.
One Beacon Street
Boston, Massachusetts 02107

Human Sciences Press, Inc.
72 Fifth Avenue
New York, New York 10011

KNOW, Inc.
Box 86031
Pittsburgh, Pennsylvania 15221

Learning Seed Co.
21250 North Andover Road
Kildwer, Illinois 60047

J. B. Lippincott Co.
East Washington Square
Philadelphia, Pennsylvania 19105

Lothrop, Lee and Shepard Books
Division of William Morrow and Co., Inc.
105 Madison Avenue
New York, New York 10016

Macmillan Publishing Co., Inc.
866 Third Avenue
New York, New York 10022

Mason/Charter Publishers, Inc.
641 Lexington Avenue
New York, New York 10022

Charles E. Merrill Publishing Co.
Division of Bell & Howell Co.
1300 Alum Creek Drive
Columbus, Ohio 43216

Julian Messner
A Simon and Schuster Division of Gulf and Western Corp.
1230 Avenue of the Americas
New York, New York 10020

William Morrow and Co., Inc.
105 Madison Avenue
New York, New York 10016

National Institute of Education
Office of Educational Research and Improvement
Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202

National Textbook Co.
8259 Niles Center Road
Skokie, Illinois 60077

New American Library, Inc.
1633 Broadway
New York, New York 10019

W. W. Norton and Co., Inc.
500 Fifth Avenue
New York, New York 10110

Penguin Books, Inc.
625 Madison Avenue
New York, New York 10022

Pennsylvania Department of Education
Box 911
Harrisburg, Pennsylvania 17126

Pocket Books, Inc.
Division of Simon and Schuster, Inc.
1230 Avenue of the Americas
New York, New York 10020

Prentice-Hall, Inc.
Box 500
Englewood Cliffs, New Jersey 07632

Racism and Sexism Resource Center for Educators
1841 Broadway, Room 300
New York, New York 10023

Random House, Inc.
201 East 50th Street
New York, New York 10022

Schocken Books, Inc.
200 Madison Avenue
New York, New York 10016

Scott, Foresman and Co.
1900 East Lake Avenue
Glenview, Illinois 60025

Simon and Schuster, Inc.
1230 Avenue of the Americas
New York, New York 10020

Social Studies School Service
10000 Culver Boulevard
P.O. Box 802
Culver City, California 90230

Times Change Press
P.O. Box 3914
San Rafael, California 94902

University of California Press
2223 Fulton Street
Berkeley, California 94720

U.S. Department of Labor
Women's Bureau
Employment Standards Administration
Washington, D.C. 20210

Franklin Watts, Inc.
Subsidiary of Grolier Inc.
730 Fifth Avenue
New York, New York 10019

Westminster Press
925 Chestnut Street
Philadelphia, Pennsylvania 19107

Women on Words and Images
P.O. Box 2163
Princeton, New Jersey 08540

Women's Action Alliance
370 Lexington Avenue
New York, New York 10017

Women's Educational Equity Act Publishing Center
Education Development Center, Inc.
55 Chapel Street
Newton, MA 02160

PERIODICALS ON WOMEN'S EQUITY

American Personnel and Guidance Association, 2 Skyline Place, Suite 400, 5203 Leesburg Pike, Falls Church, Virginia 22041

- The Personnel and Guidance Journal
- The School Counselor
- The Vocational Guidance Quarterly

Comment: A Research/Action Report on Wo/men, Office of Women in Higher Education, American Council on Education, One Dupont Circle, N.W., Washington, D.C. 20036.

Created Equal, Box 22652, Jackson, Mississippi 39205

Equal Opportunity in Higher Education, Capitol Publications, Inc., 2430 Pennsylvania Avenue, N.W., Washington, D.C. 20037

Federal Education Project Newsletter, 733 15th Street, N.W., Suite 520, Washington, D.C. 20005

Ms. Magazine, 370 Lexington Avenue, New York, New York 10017

Network News and Notes, Women's Educational Equity Communications Network, Far West Laboratory for Educational Research and Development, 1855 Folsom Street, San Francisco, California 94103

News about Women at Work, National Commission on Working Women, 1211 Connecticut Avenue, N.W., Suite 400, Washington, D.C. 20036

Newsnotes, Feminist Press, Box 334, Old Westbury, New York 11568

On Campus with Women, Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., Washington, D.C. 20009

PEER Perspective, 1112 13th Street, N.W., Washington, D.C. 20005

Sex Equity in Educational Leadership Report, University of Oregon, 1472 Kincaid, Eugene, Oregon 97401

The Spokeswoman, 5464 South Shore Drive, Chicago, Illinois 60615

TABS (Aids for Ending Sexism in Schools), 744 Carroll Street, Brooklyn, New York 11215

Title IX News, Capitol Publications, Inc., 2430 Pennsylvania Avenue, N.W., Washington, D.C. 20037

WEEAP Newsflash, Women's Equity Action League Fund, 805 15th Street, N.W., Suite 822, Washington, D.C. 20005

Women and Work, Office of Information, U.S. Department of Labor, Washington, D.C. 20210

Women in Action: Information Summary for the Federal Women's Programs, Office of Personnel Management, 1900 E Street, N.W., Washington, D.C. 20415

CHECKLIST FOR ANALYZING SEXISM IN CURRICULUM MATERIALS

INSTRUCTIONAL MATERIALS

The power of instructional materials to shape attitudes is particulary strong and direct in the early and middle grades, when they constitute much of the student's information about the world. But the influence is still there in high school and in college. As is the case with the curriculum, the material contained in textbooks represents--at least by inference--both the kind of learning and the particular content that has the institutional stamp of approval. By consequence, it is again the knowledge that is easiest for a student to acquire. Moreover, it is not unfair to assert that textbooks sometimes determine curriculum, and that what is covered in the text ends up being what the school in fact teaches.

The direct implication is that it is critically important for the materials used in schools to foster a sense of personal worth and dignity and a respect for the abilities and rights of *all* people--of all races, of all ethnic backgrounds, and of both sexes.

An examination of instructional materials is convenient because it provides a project with a clear and tangible focus. It may be helpful to follow these steps:

1. Examine both the procedure and the criteria for selecting new instructional materials. A lot of time and energy can be saved later if the consideration of sexism is made a part of initial textbook selection.

2. Take some time at the outset to consider alternatives should the examination discover sexist materials. How soon could such materials reasonably be discontinued? What could be done in the meantime to offset their influence?*

3. Begin by evaluating only selected materials, preferably those in widest use or those about to be adopted.

* * *

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*One alternative exists in the school library and is discussed in that section of this document.

Sexism in learning materials may take many forms and, because most of us have always used textbooks that sex stereotyped men and women, it may at first be difficult to identify. In general, a book (film, tape, etc.) about which any of the following is true is sex-biased:

1. Personality traits, aspirations, abilities, vocations are identified with sex.

2. *Most* women (girls) are characterized as weak, passive, irrational, fearful, self-effacing, artistic, untrustworthy, devoted, domestic.

3. *Most* men (boys) are characterized as strong, competitive, assertive, objective, practical, independent. They work outside of the home.

4. Little space and/or serious attention is given to women's accomplishments *in a wide variety of fields.*

It is worth pausing to emphasize the word *most*: The goal is not to portray all women as bold and aggressive, or all men as timid and self-effacing. The important point is that such traits should not be associated with sex at all. Some *people* are bold while other *people* are timid. Instructional materials should not show a pattern of linking such individual characteristics with groups defined on the basis of sex.

* * *

At the end of this section is a checklist for analyzing instructional materials. This particular list is designed for elementary readers. However, since the general concepts apply to all kinds of instructional materials, it can readily be adapted to suit any curricular area at any educational level. The following additional criteria may be helpful in making adaptations. These are traits of *non*sexist materials:

PICTURE BOOKS -

1. The female figure is shown to be equally as competent as the male figure.
2. The female figure is shown as frequently as the male figure.
3. The female and male figures engage equally in activities. Examples: *"All the children ran," "All the children washed the dishes."*
4. Females are shown in a variety of occupations.
5. Stereotypes of family roles are avoided. Examples: The mother sometimes works outside of the home, while the father works in the home.
6. Female figures are proud and happy to be females.
7. Male figures are shown with emotions appropriate to the situation. Example: Fathers show tenderness toward children.

LANGUAGE ARTS -

Readers:

1. Girls are depicted as often as boys, women as often as men.
2. Females' roles are as varied as males' roles.
3. Females face and solve their own problems.
4. Females' accomplishments, not their clothing or features, are emphasized.
5. Derogatory references (*tomboy*, *sissy*, *old maid*) are omitted.
6. Biographies of women (beyond mere tokenism) are included.

Anthologies:

1. Selections by and about women are included.
2. Biographical headnotes on authors do not imply that women write *intuitively* while men are *conscious artists*.
3. Background materials discuss the position of women in the society of the era, attitudes toward women writers, and the social, political, and economic implications of literary conventions regarding women.

Language Texts:

1. Stereotyping (such as associating women with the kitchen and men with business) is avoided in introducing vocabulary units.
2. Assumptions about women inherent in the language are discussed. Example: *masculine* and *feminine*.
3. Constant listing of the feminine pronoun in a secondary position (such as *he and she* and *he, she, it*) is avoided. (An alternative is to list them alphabetically: he/she, her/his.)

SOCIAL STUDIES -

History:

1. The roles of women are treated equally with the roles of men. They are given equal attention and equal importance is attached to them.
2. Women are depicted in a variety of roles.
3. Women in nonstereotyped roles (such as politician and labor leader) are treated sympathetically and seriously, not as laughable oddities.
4. The women's movement is discussed as a serious and continuing struggle, not one that ended with the right to vote.
5. Subsuming terminology (such as *"the pioneers and their wives"* and *"the settlers and their wives and children"*) which suggests that women were not pioneers and settlers is avoided.
6. The exclusive use of *man* or *men* or *mankind* for *people* is avoided.

Sociology and Psychology:

1. The process of social conditioning is described in such a way as to make it clear that *masculine* and *feminine* are socially defined concepts that vary from culture to culture.
2. Non-Freudian studies of female psychology by feminist psychologists and psychiatrists are included.
3. Courses and units on marriage and the family should be expanded to present a variety of lifestyles (such as single adult living).
4. Courses and units on human development stress individual growth, not adjustment to a statistical norm.

5. Divorce, illegitimacy, juvenile delinquency and prostitution are treated as problems of the whole society. It is not suggested that these are problems created or increased by the emancipation of women.
6. The text indicates that a division of labor based on physical differences ceases to be essential in an automated, mechanized society.

Economics:

1. Information on women in the labor market is included.
2. The problem of sex discrimination is discussed.
3. The subject of women and property laws, and the effect of marriage on a woman's property rights, is discussed.
4. Woman is examined as a consumer, including methods of manipulation by the media.
5. The positions of women under different economic systems are examined.
6. Sex stereotyping (such as having women concern themselves with the household budget and men with the stock market) is avoided.

Political Science:

1. The legal status of women is discussed.
2. The under-representation of women in all levels of government is discussed.
3. Government and policy-making are treated as appropriate vocations for both men and women.

ARITHMETIC AND MATHEMATICS -

1. Examples should be drawn from all aspects of life. Boys and girls depicted in examples should not be sex stereotypes (e.g., *boys* as well as girls should bake cookies and *girls* as well as boys should build club houses).
2. Suggestions that women are incompetent in mathematics (such as *"Jane's way"* and *"John's way"* to depict the long and short method, the wrong and right way) are avoided.

HOME ECONOMICS/INDUSTRIAL ARTS -

1. All areas of practical information for personal survival (from cooking and sewing to the use of simple tools and auto repair) are described to facilitate the movement away from sex-segregated courses.
2. Suggestions that certain kinds of work are for women, others for men, are avoided.

FINE ARTS -

1. Achievements of women and men are discussed with equal attention and seriousness, and research is encouraged.
2. The text does not suggest that participation in certain of the arts indicates sexual abnormality (such as the ballet for men).
3. Artistic conventions regarding women are discussed.

4. Discussions do not suggest that women excelling in the arts do so because they are naturally more subjective and intuitive and, therefore, artistic in some respects.
5. Art history texts discuss domestic crafts as important contributions.

SEX EDUCATION -

1. Depending on the age level, the text includes some or all of the following subjects:

   -equality as the necessary basis for a love relationship
   -the social and political implications of the double standard
   -sex, reproduction and parental responsibility
   -birth control methods and reliability
   -a definition of sexuality in non-Freudian, nonstereotyped terms

NATURAL AND PHYSICAL SCIENCES -

1. The discoveries and achievements of women are discussed with equal seriousness and attention as those of men. Example: Madam Curie is shown as someone more than her husband's assistant.
2. Problems and/or discussion questions avoid sex stereotyping, and illustrations show girls working out science problems as often as boys.

CHECKLIST FOR ANALYZING AN ELEMENTARY READER

	Yes	No
1. All members of the family participate regularly and equally in household chores.	___	___
2. There are favorable presentations of mothers employed outside of the home.	___	___
3. Women working outside of the home hold administrative and/or technical jobs. They are not all teachers, librarians, social workers, nurses or secretaries.	___	___
4. Fathers take an active and competent part in housekeeping and child-rearing and are depicted showing feelings of tenderness.	___	___
5. Girls and boys participate equally in physical activities.	___	___
6. Girls and boys participate equally in intellectual activities.	___	___
7. One-parent families are portrayed, and the portrayal does not suggest that children with a single parent automatically suffer from it.	___	___
8. Male and female characters respect each other as equals.	___	___
9. Girls and boys are both shown to be self-reliant, clever, and brave--capable of facing their own problems and finding their own solutions.	___	___
10. Multiple-parent families (divorced, remarried) are portrayed and the portrayal does not suggest that such family conditions are automatically damaging to the children.	___	___
11. There are no unchallenged derogatory sex stereotyped characterizations, such as *"Boys make the best architects,"* or *"Girls are silly."*	___	___
12. Both girls and boys are shown as having a wide range of sensibilities, feelings, and responses.	___	___
13. Both girls and boys have a wide variety of career options.	___	___
14. Adults who have chosen not to marry are portrayed favorably.	___	___
15. There are equal numbers of stories with girls and boys as central characters.	___	___

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		Yes	No
16.	The male noun or pronoun (*mankind*, *he*) is not used to refer to all people.	___	___
17.	Girls' accomplishments, not their clothing or features, are emphasized.	___	___
18.	Clothing and appearance are not used to stereotype characters.	___	___
19.	Non-human characters and their relationships are not personified in sex stereotypes (for example, depicting dogs as masculine, cats as feminine).	___	___
20.	[For readers which incorporate biographies . . .] biographies of women in a variety of roles are included.	___	___

CHECKLIST FOR ANALYZING A SCHOOL LIBRARY

		Yes	No
1.	Books and/or library sections are not designated as *for girls* or *for boys*.	___	___
2.	The library includes materials which discuss psychology, sociology, economics, political science, and history from feminist viewpoints.	___	___
3.	The library includes a significant number of biographies and autobiographies by and about women.	___	___
4.	The library includes materials which portray women favorably in roles other than wife, mother, and homemaker, or other traditional female occupations.	___	___
5.	Library displays include feminist subjects.	___	___
6.	Library displays depict women favorably in roles other than wife, mother, and homemaker, or other traditional female occupations.	___	___
7.	Procedures and criteria for selecting library materials include evaluation for sexism.	___	___
8.	The library subscribes to and makes readily available feminist periodicals and publications.	___	___
9.	Materials on career choices offer a wide variety of options for both girls and boys. They do not suggest that certain careers are *for girls* and others *for boys*.	___	___
10.	A brief examination of selected items in the library indicates that they meet the standards for nonsexist instructional materials.	___	___

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GUIDANCE AND COUNSELING

The meaning of *counseling* varies somewhat depending on whether it is being applied to basic education (K-12) or to higher education. In the first 12 grades, counseling is frequently considered one part of a broad guidance theory. This may include the choosing of programs of study, the selection and scheduling of courses, maintenance of study records, college and/or job placement, counseling for personal and/or learning problems, health care, and discipline. These activities are normally conducted by an identifiable team of professionals called the pupil personnel staff.

Often, institutions of higher education have no coordinated program of counseling services. Health services are available from the infirmary. Academic counseling is a function of the dean's office (usually delegated to individual faculty advisers). Personal counseling may be accessible either through a counseling center or, recently, through a student-staffed hot-line facility. The college placement office maintains career-related credentials. Rarely are more than two or three of these activities integrated.

Because of these differences, it is helpful to consider this aspect of education separately for basic and for higher education.

* * *

Virtually all secondary schools and many elementary schools in Pennsylvania provide some guidance services for their students. This means that their guidance functions are likely to touch all students at some time or another--in the form of career counseling, testing, personal consultation, or some other way. It is extremely important that neither the methods nor the tools show sex-bias. Following are some of the elements of guidance which should be reviewed. Where bias is found, appropriate remedial action should be taken.

All students should be encouraged to consider seriously all programs of study, and to make choices based on their interests and talents rather than on their sex.

Students should not be discouraged from taking any class because of their sex.

Students should be encouraged to consider career options not traditionally associated with their sex. (This should occur not only in individual counseling late in high school, but also in a coordinated career development program beginning at least as early as the middle years.)

Career materials should be free from sex-bias. (See the Instructional Materials section of this manual for guidelines.)

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Work/study experiences should not be assigned on the basis of sex, either in terms of who participates in the program or in terms of the particular type of work assigned.

Vocational preference tests should not have separate forms or separate marking keys for females and males.

Every standardized test should state clearly the population on which it was normed (including sex breakdown) and the uses to which it may validly be put.

Standardized test items should avoid sex stereotypes in the content of problem statements.

Personal counseling should place emphasis on individual characteristics rather than traditional *masculine* or *feminine* roles.

Pursuant to a 1971 Attorney General's opinion, unless there is a medically certified health danger, guidance personnel should make every effort to keep pregnant students in regular school programs and to provide special guidance where necessary.

Pursuant to a 1973 Attorney General's opinion, a student or the student's parents have the right to examine that student's school records. This option should be exercised to review records for sex-biased comments, test results, and/or interpretations. The ruling provides that student or parental consent should be obtained before records are released to other parties.

College counseling should provide the student with knowledge of different types of postsecondary programs and institutions.

Special programs (such as role model seminars and workshops on family relationships, career aspiration and career problems) are provided to help overcome the effects of past discrimination.

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